



## **Annual Report**

For the Financial Year ended (Apr 2021 – Mar 2022)

**Singapore Judo Federation**

UEN: S65SS0037A

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# About Us

## Introduction

The Singapore Judo Federation (the “**SJF**”) is the national controlling body for the sport of Judo in Singapore. Our objectives are to promote the practice and development of the sport of Judo through the organising of national competitions, the development and training of competent officials and qualified Judo coaches, and the provision of a pathway for athletes to excel in the sport of Judo through an accessible and meritocratic high-performance system.

## Our Vision

The vision of the SJF is for Judo to be practised in all regions of Singapore and for Judo to be a safe, clean and exciting sport for Singaporeans of all ages and walks of life.

## Our Mission

Our mission is to develop the core infrastructure of the sport of Judo at the national level so that our stakeholders may propagate Judo at the school and community levels.

## Our Core Values

Our core values are integrity, trust and transparency. We strive to be open and honest to our stakeholders in our dealings and the management of the federation.

## Overview of Organization

The SJF was registered as a charity under the Charities Act 1994 since 11<sup>th</sup> April 2011.

The SJF is governed by a Board made up of Board members elected once every two years and other Board members appointed by such elected Board members. An authorized delegate of a Full Member or an Individual Member may run for office during the Annual General Meeting.

The Board of SJF is headed by the President, who works together with the Secretary-General, the Vice-President of Operations, the Vice-President of Administration and the Treasurer.

The Board also includes the Assistant Treasurer, the Assistant Secretary-General, four other Elected Board Members and two Appointed Board Members.

The core operations of SJF are managed by the SJF Secretariat, which comprises the Administrative Manager, High Performance Manager, the National Coach, the Sports Director, the Coaching and Education Director, the Referee Director, the Event Director and the Grading Director.

### **Unique Registration Number:**

S65SS037A

### **Registered Address:**

1, Guillemard Crescent, Singapore 399913

### **Auditor:**

S B Tan Audit PAC

### **Bankers:**

Standard Chartered Bank (Singapore)

### **Medical Advisor:**

Dr. Henry Kothagoda

## Foreword by the President of the SJF

The SJF has had a successful promotion year in 2021 with the increased Judo exposure and greater expectations in competitions. We have undergone tough and challenging times. We are seeing a growing number of Judokas practising in the Judo scene. Given our Judokas' good development programs catered at the Senior, Cadet and Junior levels, there are more exciting and interesting competitions in the Judo arena.

Since February 2020, there have been difficult times due to the COVID-19 situation. Judo has resumed since the 2<sup>nd</sup> quarter of 2021. All the competitions and international championships have continued intensively for more competitions. SJF is absolutely thrilled to be able to compete again on the Judo mats, starting from 2021 onwards. While we may not be able to train with the same level of intensity synonymous with a high level of training, we have adapted to modify and sharpen skills, and improve fitness, with strength and conditioning trainings.

It is my privilege to submit my report for the period from April 2021 to March 2022.

Our primary goal is to identify and address the performance and promulgation and implement a sound development plan to engage all stakeholders in the next few years. The SJF will continue to develop the current number of elite athletes for national representation at regional and international competitions, while focusing on youth Sports Development programs.

### **The Japan - Asean Jita-Kyoei project**

The Japan Foundation Asia Center has extended the JAPAN-ASEAN JITA-KYOEI PROJECT for one more year. As a result of the one-year extension, the Asia Center has been informed to continue the online exchange project, working closely together with Kodokan.

### **2021 Online World Kata Championship**

The Online World Kata Championship was held in South Korea. The SJF nominated two Kata teams for the online event. The event was held from 29<sup>th</sup> October 2021 to 2 November 2021. The teams returned with one gold medal and one bronze medal.

## **Conclusion**

Singapore was represented at various major high level competitions and the exposure gained by the athletes was invaluable in facilitating the development of the skills and physical development within the Singapore Judo scene. The SJF must build stronger younger athletes or squads with the potential for upcoming major Judo competitions.

Continued support and development are required to raise the standards of our athletes. Singapore Judo competes regionally and our athletes' performance will determine the issue of participation in upcoming major competitions.

As President of the SJF, I wish to place on record my gratitude and appreciation to the SJF and the Board for their constant support in working hard to promote, build, and contribute to this sport in Singapore, also for assisting me in exercising my duties as President of the SJF.

We are looking forward to a brighter future for our athletes. We hope to do well in the 32<sup>nd</sup> SEA Games 2023 in Cambodia and other major competitions. We want to be moving on the right track in our long-term development plans. Let's work closer together, support each other and to make it a great success for our Judo.

Please stay safe, healthy and keep fit!

Warmest Regards,

Yeo Chin Seng  
President  
Singapore Judo Federation

## Leadership – the SJF Board



President | Mr. Yeo Chin Seng  
Occupation: Businessman  
Date of Appointment: 20<sup>th</sup> September 2015



Vice-President | Mr. Tang Soon Onn  
Occupation: Judo Instructor/ Businessman  
Date of Appointment: 20<sup>th</sup> September 2015



Vice-President | Mr. Stephen Chee  
Occupation: Training  
Date of Appointment: 31<sup>st</sup> August 2019



Secretary - General | Mr. Phua Jun Han  
Occupation: Lawyer  
Date of Appointment: 20<sup>th</sup> September 2015



## Leadership – the SJF Board



Treasurer | Mr. Ho Tuck Chuen  
Occupation: Adjunct Associate Professor with NUS  
Date of Appointment: 4<sup>th</sup> October 2021



Assistant Treasurer | Mr. Azfar Ali  
Occupation: Teacher  
Date of Appointment: 31<sup>st</sup> August 2019



Assistant Secretary-General | Mr. Jeffrey Wong  
Occupation: Chief Executive Officer, Soochow CSSD Capital Markets (Asia) Pte. Ltd  
Date of Appointment: 9<sup>th</sup> September 2019



Board Member | Mr. Mohammad Faizal  
Occupation: Judo Instructor  
Date of Appointment: 22<sup>nd</sup> December 2017

## Leadership – the SJF Board



Board Member | Mr. Bryan Ng Sai Lin  
Occupation: Marine Biologist  
Date of Appointment: 4<sup>th</sup> October 2021



Board Member | Mr. Lin Yu Sheng  
Occupation: Businessman / Judo Instructor  
Date of Appointment: 31<sup>st</sup> August 2019



Board Member | Mr. Adrian Koh Hwan Chieh  
Occupation: Director, Xi De Li Pte Ltd  
Date of Appointment: 26<sup>th</sup> September 2021



Board Member | Mr. Ho Han Ming  
Occupation: Lawyer (Partner, Sidley Austin LLP)  
Date of Appointment: 27<sup>th</sup> June 2022

## Leadership – the SJF Board

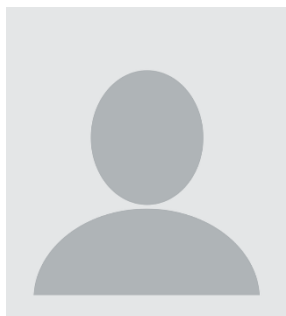


Board Member | Mr. Parga Sing S/O Sardara  
Singh

Occupation: Director, Bulls-Eye Security Services  
Pte Ltd

Date of Appointment: 27<sup>th</sup> June 2022

## SJF Secretariat



Administrative Manager | Ms. Peggie Chua



High Performance Manager | Mr. Azfar Ali



Event / Grading Director | Mr. Stephen Chee



National Coach | Mr Tang Soon Onn

## SJF Secretariat



Coaching Director | Mr Mohammad Faizal



Sports Director | Mr Adam Loke

# Organizational Structure



## Highlights of FY 2021/2022

The SJF maintained a healthy financial position throughout Financial Year 2021/2022. The accounts of the SJF were audited by S B Tan Audit PAC and were found to be properly drawn up in accordance with the Societies Act, Charities Act and Singapore Financial Reporting Standards (FRS) so as to give a true and fair view of the financial position of the SJF as at 31<sup>st</sup> March 2022.

### Summary Financial Performance

Total Revenue: \$314,381

Total Expenditure: \$310,596

Surplus for the year is \$3,785 as compared with deficit of \$6251 from the previous Financial Year.

### Major Financial Transactions

Yearly Rental of Premise at 1, Guillemard Crescent: \$66,007

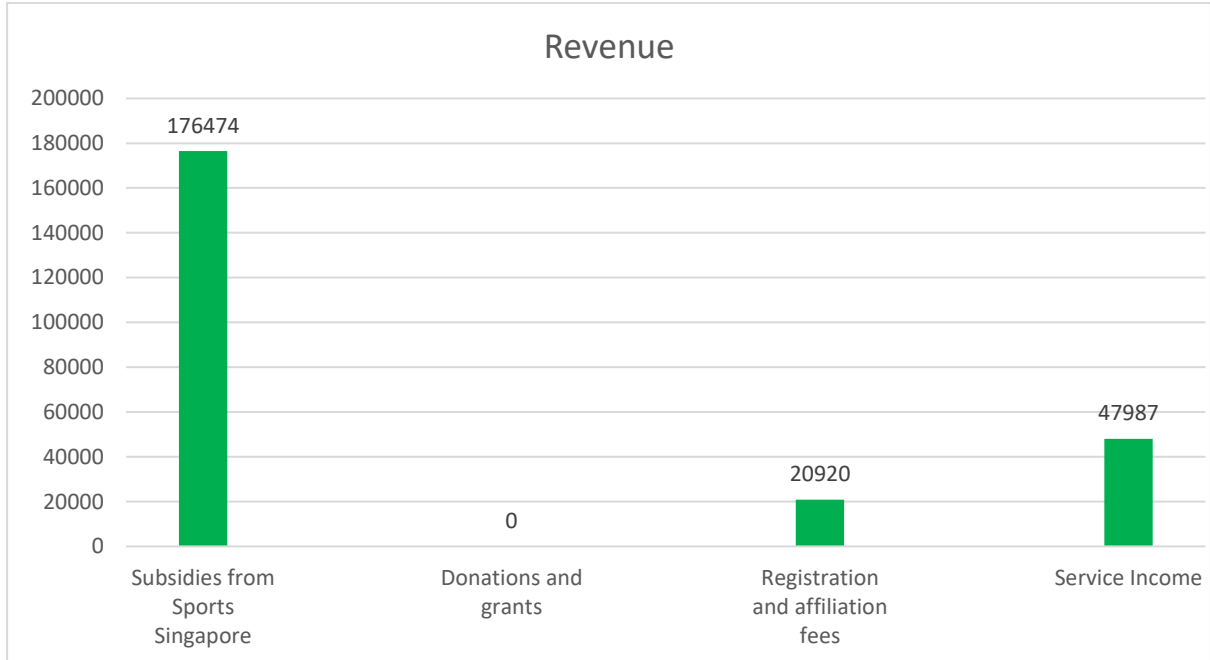
Yearly Overseas Expenditure for the National Team: \$15,580

### Purpose of Assets Held

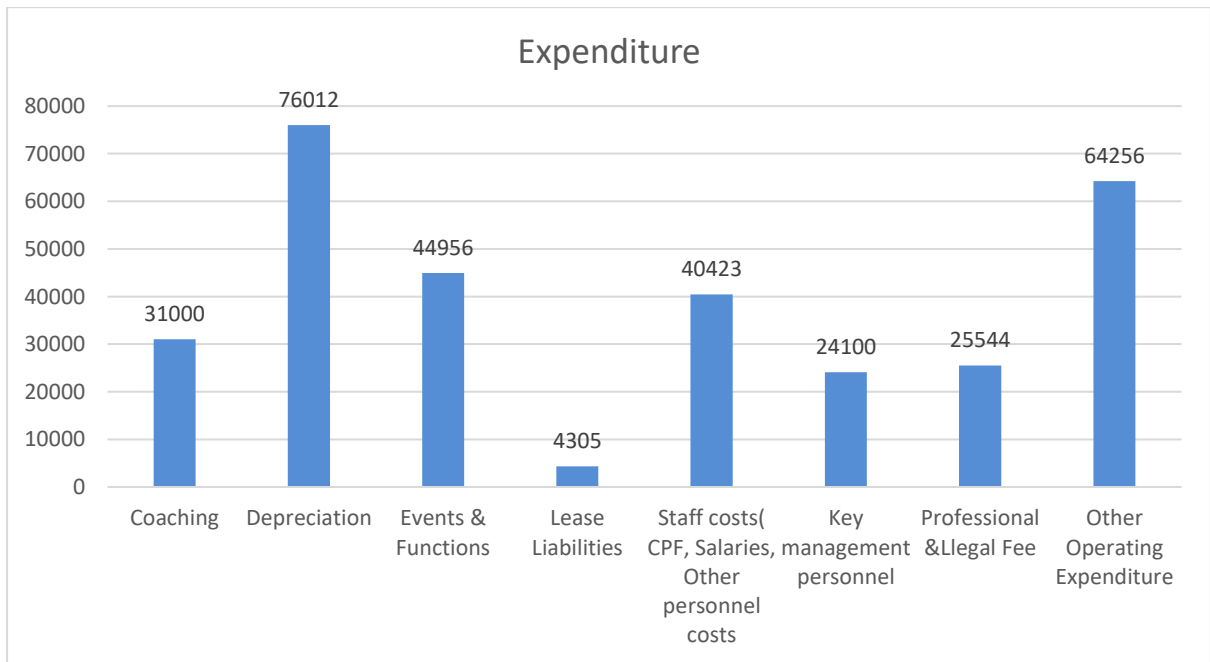
The SJF maintains restricted and unrestricted funds. The unrestricted funds of \$165,873 represents the accumulated reserves of the SJF and are held to ensure operational sustainability. The SJF does not maintain any other funds that are in deficit.

# Financial Performance Chart

## Revenue



## Expenditure





# Financial Year Summary

## National School Games / MOE

The National Schools Games (NSG) was cancelled for the Financial Year 2021 – 2022. However, in Financial Year 2022-2023, it was held from 18<sup>th</sup> April 2022 to 22<sup>nd</sup> April 2022 for the A and B Division, 20<sup>th</sup> July 2022 to 21<sup>st</sup> July 2022 for the C Division. This competition is organised by the SJF. All of the NSG were held in SUTD.

## Local competition

With the easing of COVID-19 restrictions, more competitions were held in this Financial Year, with a total of 4 competitions. They are namely, the SJF National Championships, the SJF Cadet & Junior Championships, the Kyu Grade Judo Championships, and the Inter-Tertiary Judo championship.

## Regional/ International Competitions (2021)

The COVID-19 pandemic meant that international travel was restrictive from April 2021 to March 2022. The yearly Thailand International Judo Championships was postponed yet again, which meant that SJF national team athletes did not get to compete internationally in this Financial Year. SEA Games 2021, which was initially planned for in the 4<sup>th</sup> Quarter of 2021, was also postponed to May 2022.

Nevertheless, SJF continued to explore other modalities of competition. The SJF Kata team, comprising of two pairs of athletes competing in the Kodokan Goshin Jutsu event, took part in the online edition of the World Martial Arts Championships 2021 organised by the Korea Judo Association. The pair of Lee Song Lim and Vincent Tang managed a gold medal in the competition, while the pair of Benny Tan and Soh Keng Chuan won bronze. Lee Song Lim and Vincent Tang were eventually selected by SNOG for SEA Games 2021 based on that result.

## Refereeing / Organizing Event / Kata Judges

SJF trusts that this will encourage our Organizing officials, Referees and Judges to achieve more exposure in Judo events, and increase the standard level thus benefiting Judo in Singapore for all.

2021 – 2022 has been a challenging year because of the COVID-19 pandemic. As a result, there have been limited competitions organised locally. SJF will be

supportive in sending our Referees and Organizing officials overseas for international exposure.

## Grading

The President of Kodokan Institute, Japan approved the extension of the Kodokan Singapore Committee (KSC) in allowing SJF appointed Kodokan Graders to conduct Kodokan Grading from 1<sup>st</sup> Dan to 3<sup>rd</sup> Dan from 2<sup>nd</sup> June 2022 to 1<sup>st</sup> June 2023.

The following individuals constitute the Kodokan-Singapore Committee:

1. Mr Yeo Chin Seng Chairman
2. Mr Tang Soon Onn Member, 6<sup>th</sup> Dan
3. Mr Stephen Chee Hiaw Kong Member, 6<sup>th</sup> Dan
4. Mr Low Chee Kiang Member, 5<sup>th</sup> Dan

In 2021, the SJF-Kodokan Dan Grading was held at the SJF premises, with the Kata portion on 29 August 2021 and Shi'ai on 12 December 2021. It was conducted by 5 Kodokan/SJF Examiners.

37 candidates registered for the Dan grading in 2021, with the following results:

1. Successful: 32
2. Unsuccessful: 4
3. Withdrawal due to injury: 1

## **Overview of High-Performance Activities in FY 2020/2021**

The focus of the SJF High Performance team was on qualification and preparation for SEA Games 2021.

### **Easing of SMM for National Training**

From June 2021 onwards, the Judo National Team trained with most Safe Management Measures (SMMs) lifted. A group of 20 national athletes, including SEA Games bound athletes and training partners, took weekly PCR tests and were allowed to train under pre-COVID-19 conditions. SportSG supported this effort by providing funding for the weekly PCR tests. National Training continued 3 times weekly on Wednesdays, Saturdays and Sundays for the Shiai squad and on Fridays for the Kata squad.

### **Training Support Grant for High Performance Athletes**

To support the training effort of athletes preparing for SEA Games 2021, the High Performance Manager proposed and got approval from the SJF Board for the implementation of the Training Support Grant for athletes. This grant covered athletes' purchase of insurance as well as medical and training rehabilitation expenses. Each eligible athlete could claim up to SGD200 every two months in medical and training rehabilitation expenses. The grant was well-received by athletes and was utilised by athletes predominantly for sports massages as part of training recovery.

### **SEA Games Selection Trials**

The SEA Games Selection Trials for SEA Games 2021 was held on 15<sup>th</sup> January 2022. A total of 12 athletes across 7 categories registered for the trials. The trials was held at the SJF Dojo and winners of each weight category were nominated to SNOC for Selection to represent Singapore in SEA Games 2021 (postponed and held in May 2022).

## **SEA Games 2021 Qualification and Overseas Training Camp**

As COVID-19 travel restrictions were still in place, and regional Judo competitions were postponed throughout FY 21/22, the SJF was unable to send Shiai athletes for international competitions for SEA Games qualification. Nevertheless, the Kata team managed to compete in the online World Martial Arts Championships, where the Kodokan Goshin Jutsu pair of Lee Song Lim and Vincent Tang managed to win a Gold medal.

Due to the lack of qualification opportunities, only previous SEA Games medallist, Aaron Ng, and the Kodokan Goshin Jutsu pair of Lee Song Lim and Vincent Tang were selected by SNOC to represent Singapore in Judo for SEA Games 2021 in Hanoi, Vietnam.

To prepare for SEA Games 2021, SJF sent Aaron Ng, together with 2 training partners, to Mongolia for an Overseas Training Camp from 25<sup>th</sup> March 2022 to 3<sup>rd</sup> May 2022. The athletes managed to train with the Mongolian national team, as well as with other Judo clubs located in Ulaanbaatar.

## **Looking Ahead FY2022/2023**

SEA Games 2021 was held in Hanoi in FY2022/2023, in May 2022. Looking ahead, as travel restrictions ease and regional Judo competitions resume, the SJF High Performance Team is expecting an uptick in activities in FY 2022/2023. As we prepare for SEA Games 2023 in Cambodia, we are expecting to qualify more athletes and thus believe our chances of getting more medals in the 2023 SEA Games to be high.

## **SJF Head Coach Annual Report**

The period from 1 April 2021 to 31 March 2022 (FY2022) continued to be a challenging year for the Judo fraternity in Singapore due to the continued impact of COVID-19 although such impact was less than for the previous corresponding period. Notwithstanding the challenges, I have sought to maintain national trainings at the highest possible standards, taking into account the COVID-19 Safe Management Measures put in place by SportSG. The following section is a summarized breakdown of the format and frequency of trainings conducted for FY2022. The average attendance for each session will also be included.

Normal contact training resumed from November 2020 after the easing of safe management measures. From November 2020 to May 2021, National Squad training was conducted thrice a week on Mondays from 7pm to 9 pm, Wednesdays from 7 to 9pm and Saturdays from 10pm to 12pm. In addition, physical conditioning activities were also included in the athletes' training regimen on Sundays from 8am to 10am.

In May 2021, the Multi-Ministry Taskforce announced a tightening of safe management measures to curb the transmission of COVID-19 in Singapore, which lasted from May 2021 to August 2021. During that time, in-person trainings continued, albeit in line with the tightened guidelines.

The number of sessions for Monday, Wednesday and Saturday training and Sunday physical conditioning are 49, 45, 47 and 49, with an average of 6.5, 9.6, 11.2 and 7.3 athletes per session, respectively in FY2022.

For the National Cadet and Junior Squad, training only commenced in January 2022 given the impact of COVID-19 in 2021. Training was conducted once a week on Saturdays from 8:30am to 10:30am. Three members of the National Junior Squad joined the trainings with the National Squad once a week instead of the weekly National Cadet and Junior Squad training. An average of 13.3 athletes participated per training session from January to March 2022.

In addition to national training, three athletes from the National Squad travelled to Mongolia in the last week of March 2022 to train with the Mongolian team in preparation for the 31<sup>st</sup> SEA Games, which subsequently took place in Hanoi, Vietnam in May 2022.

## Conflict of Interest Policy

Board members are expected to avoid actual and perceived conflicts of interest. Where Board members have personal interest in business transactions or contracts that the committee may enter into, or have vested interest in other organisations that the committee have dealings with or is considering to enter into joint ventures with, they are expected to declare such interest to the Board as soon as possible and abstain from discussion and decision-making on the matter. Where such conflicts exist, the Board will evaluate whether any potential conflicts of interest will affect the continuing independence of Board members and whether it is appropriate for the Board member to remain on the Board.

Board members with actual, perceived or potential conflicts of interest is expected to sign a Declaration of Conflict-of-Interest form on the day they are appointed or elected into the Board. The declaration of conflict of interest is to be done every Financial Year by the affected member.

Board members with actual, perceived or potential conflicts of interest in a matter that is being discussed by the Board will exit the place of meeting and be physically absent for the duration of the discussion of the matter. The member will only be allowed back into the meeting after the rest of the Board has decided on the matter and moved ahead in the agenda.

The SJF does not have any related entities with which it has business transactions.

## Reserves Policy

The SJF maintains restricted and unrestricted funds. Funds set up for specific purposes are classified as restricted funds. All income and expenses other than those attributable to restricted funds and common overheads are recorded in the unrestricted fund's statement of comprehensive income. In order to ensure observance of limitations and restrictions placed on the use of the resources available to the SJF, the financial statements of the SJF are maintained such that the resources for various purposes are classified for accounting and reporting purposes that are in accordance with activities or objectives specified.

A part of the unrestricted funds of the SJF are designated as operating reserves. Operating reserves are calculated as the sum of estimated overhead costs of maintaining the SJF Secretariat with one full-time staff for a period of one year. From Financial Year 2020/2021 onwards, the operating reserves of the SJF are set at \$50,000. Where the SJF's unrestricted fund falls to \$50,000, the authorization to utilize the operating reserves can only be made pursuant to an Extraordinary General Meeting or an Annual General Meeting.

### Reserves Position

<b>Reserves</b>	<b>2022</b>	<b>2021</b>
Unrestricted Funds - Accumulated Funds	\$165,873	\$162,088
Annual Operating Expenditure	\$310,596	\$230,647
Ratio of Reserves to Annual Operating Expenditure	0.53	0.70

## Remuneration of Board Members

The SJF does not remunerate any members for their services on the Board. The following Board members provide services as staff of the SJF Secretariat through a Contract for Service arrangement:

1. Mr. Tang Soon Onn
2. Mr. Azfar Ali

None of the above members receive remuneration exceeding \$100,000.

## Remuneration of Paid Staff

Disclosure of annual remuneration of three highest paid staff who each receive more than \$100,000, in bands of \$100,000:

<b>Remuneration Band</b>	<b>Number of Staff</b>
Between \$0 and \$100,000	3
Between \$100,000 and \$200,000	0
Between \$200,000 and \$300,000	0



## **Other Disclosures**

### **Paid Staff who are close family members of the Board**

The SJF does not engage any paid staff who is a close family member of the Board members.

### **Whistleblowing framework**

The SJF has a whistleblowing framework that allows whistleblowers to report improprieties. In alignment with SportSG's SafeSport guidelines, SJF has appointed an independent Safe Sports Officer to receive whistleblowing complaints. All instances of whistleblowing will be independently reviewed and investigated by a Board of Inquiry set up by the SJF Board. Results of the investigation will be reported to the board. The whistleblower's identity and the concerns raised will be kept confidential, unless as required by the law to reveal to parties such as lawyers, the police or relevant authorities.

### **SJF's Governing Instrument is its Constitution**

SJF has a constitution as its governing instrument. A copy of the constitution can be accessed on the website of SJF.

### **Key policies which SJF adopts during the Financial Year to pursue its objectives**

The SJF has not adopted any new key policies in the Financial Year ending 31 March 2022.

## Review of activities FY2021/2022

### The Japan - Asean Jita-Kyoei Project – Online coaching seminar/workshop held at the SJF premises on 6 November 2021

This project is a joint initiative between the Japan Foundation Asia Center and Kodokan. In this project, each country is to conduct a Seminar/workshop for the development of Judo. The Coaching seminar comprised of three sessions of 90 minutes each, one in the morning (1.5hrs) and two in the afternoon (3 hrs). The Coaching seminar online conducted by Kodokan Judo expert instructors for the JAPAN-ASEAN JITA-KYOEI PROJECT.

The Programme: 2021 JAPAN-ASEAN JITA-KYOEI PROJECT -

Online coaching seminar/workshop

Part 1 - Orientation / History of Judo

Part 2 - Basic Judo Movements / Safety Instructions for Judo Coaching

Part 3 - Practice Methods of Judo Coaching "The theory of Nage-waza"

## Programmes Events, Competitions and Activities 2021/22

Competition Schedule	Starting	Ending	Confirmation of Competition
SJF NATIONAL C'SHIP	4/9/2021	4/9/2021	SUCCESSFUL
SJF CADET & JUNIOR C'SHIP	18/12/2021	19/12/2021	SUCCESSFUL
KYU GRADE JUDO C'SHIP 2021	19/2/2022	26/2/2022	SUCCESSFUL
ITC JUDO C'SHIP 2021	12/3/2022	13/3/2022	SUCCESSFUL

## Looking Ahead FY2022/2023

As Singapore eases COVID-19 restrictions and international travel normalises, the SJF expects our event and activity level to increase to pre-COVID-19 levels. We expect to organise more local competitions and events. The national team is expected to engage in more overseas training and competition events in FY2022/2023. The national Judo team is also expected to participate in more overseas training and competitions in the upcoming year.

### SJF's future plans

Talent identification and talent development remains the core focus of the SJF High Performance system. The SJF intends to maintain the National Training Squad and the National Youth Squad and increase training sessions as SEA Games 2023 approaches.

To augment the training of the National Team, SJF intends to engage a foreign coach who is a subject matter expert in Judo in FY2022/2023. We hope to utilise the expertise of the foreign coach to improve local training methods, increase the knowledge pool of local coaches and assist the National Coach in preparing High Performance athletes for the upcoming SEA Games in Cambodia.

At the development and grassroots level, the SJF intends to increase the number of competitions for polytechnic Judo clubs to 2 competitions a year. Modelling after the Inter-Varsity-Polytechnic(IVP) and Pol-ITE Games, SJF is looking to add an inter-polytechnic and ITE Judo competition on top of the existing Inter-Tertiary Championships (ITC). This is expected to happen at the later half of Financial Year 2022/2023.

### Commitments

With the plan to employ a full-time foreign coach, SJF intends to fully utilise SJF Dojo at 1 Guillemard Crescent and hold sessions every weeknight.

We will be funding the employment of the coach from a combination of donations and matching grant from the One Team Singapore Fund (OTSF). We expect minimal impact on SJF's reserves.

There is no planned capital expenditure with respect to building or major assets for Financial Year 2022/23.

## **New Policies**

The SJF is expecting greater participation in SEA Games 2023 as a result of the easing of pandemic restrictions. As such, SJF plans to renew the “Training Support Grant” scheme for athletes preparing for the 2023 SEA Games.

The SJF will also extend the recognition scheme of awarding SEA Games medalists to cover SEA Games 2023.

There are no other new major policies planned for Financial Year 2022/2023.

## **Future Expenditure**

The SJF is expecting expenditure from local events and competition to remain at the same level in FY2022/2023. We are not expecting any significant increases in operating expenditure in that regard.

The Overseas and Training Competition grant from SportSG has been restored to pre-pandemic levels to support the national team’s preparations for the upcoming SEA Games. We do not expect significant expenditure from our HQ fund for this SEA Games cycle.

## **Governance of SJF**

The Board is the governing body of the SJF. The Board's role is to provide strategic direction and oversight of SJF's programmes and objectives and to steer SJF towards fulfilling its vision and mission through good governance. As part of its role, the following matters fall within the purview of the Board:

1. Approve budget for the Financial Year;
2. Monitor expenditure against budget;
3. Monitor the progress of SJF's programmes;
4. Appoint additional headcount where there is a need;
5. Approve major capital purchases and expenditure exceeding \$3,000; and
6. Approve any changes to operational policies adopted by the SJF.

## **Term Limits of the SJF Board**

To enable succession planning and steady renewal in the spirit of sustainability of the charity, Board members may only serve a maximum tenure of 10 consecutive years on the Board, counting from the year 2019. Upon reaching this tenure limit, such Board Member(s) shall only be eligible for re-election or re-appointment to the Board after a lapse of at least 2 years.

The Treasurer has a term limit of 4 years. Upon reaching this tenure limit, such Board Member shall only be eligible for re-election or re-appointment to the Board as a Treasurer after a lapse of at least 2 years.

At present, there are no board members who have served more than 10 consecutive years.

## **Meetings and Attendance**

Prior to 1 June 2022, the governing body of the SJF was an Executive Committee. A total of 6 Executive Committee meetings, 1 Extraordinary General Meeting and 1 Annual General Meeting were held during the Financial Year. The following sets out the individual Board member's attendance (where required) at the meetings:

Name of Board Member	% Of Attendance
Yeo Chin Seng	100%
Phua Jun Han	87.5%
Tang Soon Onn	100%
Ho Tuck Chuen	100%
Azfar Ali	87.5%
Jeffrey Wong	100%
Adrian Koh	100%
Mohamad Faizal	87.5%
Stephen Chee	87.5%
Lin Yusheng	75%
Bryan Ng	100%
Ho Han Ming	N.A. (Was not on the Board during the past Financial Year)
Parga Singh	N.A. (Was not on the Board during the past Financial Year)

## Sub Committees of SJF

## **Grading Committee**

Chairman: Yeo Chin Seng

Members: Yeo Chin Seng, Stephen Chee, Tang Soon Onn

Activities of Committee in 2021/22: The Grading Committee oversees the Kyu grading and Dan grading syllabus. The committee met twice during the Financial Year and reviewed the Dan grading requirements for Kodokan Grading.

## **Selection committee**

Chairman: Choo Kah Wah

Members: Choo Kah Wah, Chng Kiong Choon, Chng Kiong Huat

Activities of Committee in 2021/22: The Selection Committee oversees policies of the High-Performance framework, including policies that affect the National Team. The Committee selects athletes for national representation, based on data provided by the High-Performance Manager.

The committee met 3 times during the Financial Year and finalized selection of national athletes for all international competitions SJF took part in for the year.

## **Referee Commission**

Chairman: Tang Soon Onn

Members: Ho Hwee Ling

Activities of Committee in 2021/22: The Referee Commission oversees the policies concerning SJF referees and their training and development. The Commission met once in the Financial Year to discuss the nomination of referees for the Judo Union of Asia Continental Referee Examination.